

**ASSEMBLY BILL**

**No. 1290**

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**Introduced by Assembly Member Conway**

February 27, 2009

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An act to add Chapter 5.7 (commencing with Section 19245) to Part 2 of Division 5 of Title 2 of the Government Code, relating to public employment.

LEGISLATIVE COUNSEL'S DIGEST

AB 1290, as introduced, Conway. Public employment: internship program.

Existing law directs the State Personnel Board to enforce the civil service statutes, and, by majority vote of all its members, prescribe probationary periods and classifications, adopt other rules authorized by statute, and review disciplinary actions.

Under existing law, eligible lists are established as a result of free competitive examinations open to persons who lawfully may be appointed to any position within the class for which these examinations are held and who meet the minimum qualifications requisite to the performance of the duties of that position as prescribed by the specifications for the class or by board rule.

This bill would direct the State Personnel Board to establish a state internship program. Eligibility for an internship classification would be based upon a competitive assessment. The bill would require an appointing power to prepare written job performance evaluations during an internship. The final performance evaluation would contain a recommendation to the board as to whether or not to appoint the intern to the civil service classification related to the internship, and with the

approval of the board, would permit the appointing power to appoint the intern to that classification, without further examination.

Vote: majority. Appropriation: no. Fiscal committee: yes.  
State-mandated local program: no.

*The people of the State of California do enact as follows:*

SECTION 1. Chapter 5.7 (commencing with Section 19245) is added to Part 2 of Division 5 of Title 2 of the Government Code, to read:

CHAPTER 5.7. STATE INTERNSHIP PROGRAM

19245. The State Personnel Board shall be responsible for the establishment of a state internship program. This program shall be designed to facilitate the hiring of college graduates in the state civil service.

19246. The board shall establish rules and procedures for the implementation of this chapter, which may provide for the classification, assessment, appointment, evaluation, and appeals procedures for the program.

19247. For purposes of this chapter:

(a) "Intern" means a person who has entered into an "internship agreement" with an appointing power. All appointments to the intern classification under the state internship program shall be made on a provisional basis to allow candidates to demonstrate their ability to perform the duties of the position. Interns shall not acquire permanent civil service status.

(b) "Internship" means the employment of an intern in an approved program of on-the-job training and education from a recognized four-year accredited college or university. The duration of the internship for an occupational area shall be determined by the board. Inability of an intern to maintain satisfactory progress in the academic and work requirements of the internship is sufficient cause for separation from the internship. An intern may also separate voluntarily.

19248. (a) The board or its designee shall conduct competitive assessments to determine the qualifications and readiness of college students for appointment to the intern classification.

1 (b) The board or its designee shall develop appropriate tests of  
2 fitness to demonstrate the intern's ability and readiness to perform  
3 the duties for the job classification the intern will move to after  
4 completion of the internship.

5 19249. During an internship, the appointing power shall prepare  
6 for each intern written job performance evaluations. The final  
7 evaluation shall contain a recommendation to the board as to  
8 whether or not to appoint the intern to the civil service  
9 classification related to the internship. The intern shall have no  
10 appeal from the action of the appointing power in terminating the  
11 internship, except the intern shall be entitled to an appeal only for  
12 the purpose of clearing his or her name.

13 19250. With the approval of the board, the appointing power  
14 may appoint the intern, without further examination, to the civil  
15 service classification related to the internship.